

EXHIBIT G

9/16

Alden State Bank

Sue Aldinger Investigation

Cherie Uebelhaar

- issues for a long time; not going toowell

- at Bank 32 yrs, branch manager here 12 yrs. Cherie

→ Nov 1982

- Sue has been here since Nov 1973.

- a judge, age = 26 & S. went to examine in surprise

on the way home

- S. gave her pad; I want you to read this;
what some of the employees have said about you?

- am I hide ?

- do I do my work ?

- upset - did not really say anything to her

- ask a few people - "he, not what I said"

OF

"taken out of context"

- recently - couple of yrs ago - head teller demoted (Rose)

- met w/ employees to ask - what happened?

- S. said Rose will be demoted and Melissa would be

new teller

- S. took Rose in a room by herself

A004734

- With personnel matters, S often kept C out of it; does not usually hear
- do not know what S could do Rose

- problems with Rose being forward. And not agree with denotion
- Rose should not be here - S told S
- Rose's response was to tell McLean to tell EAP - EAP suggested
- not a good working relationship

- asked several times to remove Rose after all her other banch
- Rose was not open to that - did nothing about the
- situation

- months and months of conflict w/ Rose, written up, problem
- to her
- took a long time, Rose settled down somewhat

- Rose said she was to be returned
- Rose does proof

- problem - did not do anything to reduce issue b/w Rose and McLean
- made it difficult for everyone, but nothing was done about that
- S got relief from her supervisor

- longs above, C's authority - S will pull employee separately
- C never knows what is going on

- Mississ
- last Thursday - Rose not relieved and had to tell scheduling
- S face Mike inside, spoke to him alone
- all together, discussion of several issues

	<p>- S advised of 2 new employers - Emily and Kelsey</p>
	<p>Give Suid and Emily a / made a point of it pregnant - Not sure how long she will be here or when she is going to go off</p>
	<p>- S told employees of Bobbie Zimmerman that she had allergies - Whooeeezing in charge of scheduling</p>
	<p>Westerwick - Kid (Note) * mild or transient about going out and a lot more - Suid - West employees just blew it off</p>
	<p>- One employee implied that the comment was sexual - Bobbie Zimmerman - Harmony - Suid - somehow * complaint to Suid - Suid in the - to have over and pulled out employee is one of those - give them the harassment policy implied that they were accused of harassment</p>
	<p>- Suid to be going on the complaint without conducting any investigation - Kristen was taking more notes of what was going on - teller's condescending inappropriate</p>

- One come back following trucks - does told her on for live
- Didn't they learn anything

From the prior sexual harassment tells
- instructions about having left
- sides

Employees felt unimportant

- Unimportant if didn't do anything;
- cannot control what the customer said.

- She was different, threatening
- threatening

- People that they have right to address of her
- or United staff on Saturday need help
- explained need to see
- her - you(k) and there will just have to work more
- Standing

- She could she would talk to Doe over at one - more board
- nothing like
- Standing

- Give her job & not to go to Dick - "I am your supervisor"
- Report to me 1st

Indicates C. Don't
pp. 1000's

- I - I came here and told staff and not new Toms we Dick - no
- "Customer, and you're - Doe did not go behind the teller line
- Dick never said anything - like actual Dick and he never against staff

2008738

- File and X12, not really Dots
- 2009 review - everything S wrote was horrible
 - T went to DPE - I do not think she knows what I do, she undermines me, not getting a fair review
 - I - he and we would look into it - future benefit analysis
- I think we require the posted on S
- asking employees for feedback
- I - I called this winter - 1/10 - twice for my -
 - did not come to work - called S - "why isn't your interview planned?"
 - you should make an effort to give up time
 - you should make an effort to give up time
- told Karen - never left
 - her manager
 - who thought there were no benefits
 - was a driving force
- hired Nicole, daughter to wife here
 - promoted her to receiving job posted, the only position posted
 - the last position of policy - all positions should be posted)

- Drewell - not included in one-on-one discussions w/ employees,
- even when issue is on table that C or Karen go to S for guidance
- ✓ former employee - shorted a customer
 - knew she shorted customer
 - put \$50 in place, balanced, went to customer and give her the \$
- C bind out w/ customer said "That was so nice!"
- Marionne employee, why did you do that?
- called S, I want the employee to leave
- C felt this was a terminable offence, S did not agree -
 - S and M home and let her think about it, S will talk to her
 - M visit her uncle, M decided to leave
- C decided to have a kick-out party for M - employees left
- "What had happened - end a bad message re:民族自豪感
"You can't do what we want!"
- ✓ S, machinist, personnel methods
 - C is undermined
 - S says DUE and XYZ - not true
- Cell phone issues - write up employees "but nothing will come of that"
- no emergencies for employees, including cell phone relief
- does not want to implement cell phone policy, believes someone's
 - Ad4739

-middle years when things are not working the way they should

The

-daughter's constant cell phone use

-I just feel I have no privacy

-threatened feelings

-no understanding/assessment

9/16/11
Katie Kabel

- Complaint and hearing specialist - April 2014 - report is hide - head of HR
- Mortgage originator - at Allen 7 yrs.

-Kohler - Katie's best friend

Send

- ② Tim Weller - never say anything bad about China

Tammy Hay - volunteer inside

-Robin - Mortgage Officer

③ Debbie S (not here, retired)

- concourse at Lancaster - 9 yrs ago
- Vista - park paid medical bills

-ICE - Megan Report

-January 2012 or 2014

④ - general complaint

- hostile environment - not discriminate

⑤ Survive.

⑥ TBS - pump it - excluded doctor's appointment

-no communication in place.

- you just have an upset stomach" - ongoing comments like
last few yrs.

X004741

-

(15) August 2014

(16) - Monday of August 2014

-Tessa Markevich office
do not get along

Employee 2 - Melissa

- (17) issues w/ Rose
- (18) Melissa missed promotion b/c Vacay? Nicole did not

Employee 3 - Julie Marley (Country)

(19)

Employee 4 - Terice Philibourn

- (20) - told her not all pushups are posted

Employee 5 - Julie Drennan (Receptionist)

- (21) complained to Kate, Robia, while
- she told Robin that Nicole has too much to do to take email messages

(22) has Julie made a complaint? just to no winner

(23) cell phone

Employee 6 - Emily Kallal	- Sister - M - Lav			
(1) - at interview - did not want pregnancy to be public / She never told anyone about it to the doctor	(2) worked as a scrubber - Eve told Cheene			
Sue - not in charge	(3) "the book"			
Beth - other dream	(4) tell me, name first yes teach, I			
	(5) trainer had - loc 2 pickles			
	+ big faced henries			
Employee 7 - Madison Koehl	* Jack's daughter - Katie, arriving			
	(6) S			
	(7) calls, other offices when they are home start to think up			
	(8) privileged!			
	(9) 32			
Employee 8 - Robin				
	(10) 33 - 35			
Employee 9 - Dawn				
Employee 10 - Jesse	Issue on CSR's outside bank note			
				X008745

- always been hostile / has gotten worse, especially these size
- Nicole has been working but nothing helpful

- she is breathing heavily need flapping out
- physically abused - physically intimidating
- mind weight even knowing the size

Dom

9/26/2014 Natalia L. Mota

referred
Bank Teller / Proof Operator, November 14 years

Lancaster

X PG

2 years ago

Tried out for new position in bank (located on main office in Alden)

1st interview, had to decline

2nd interview position Kathy Cannella [NOT Nicole]

Supervisor for position Rick Smith, asked her to switch vacation
calendar couldn't do it.

Worked w/ Rick and needed someone at that time

Dom's remmber receiving call from Sue, interaction w/ Sue
concerning position

Dom feel it was done unfairly

A lot of people involved in "I am always have things go my way you want"

"My story isn't going to make a difference; don't know why
at this time calling her. All issues in past

Worthington
her name
got involved

Dom want to share these stories

Investigation at the time of issues, would have been helpful
If this had happened, but now water under bridge

Sue is her
manager.

doesn't want to get involved; manager was aware at the time

things were happening, if investigation happened
at that point would have been helpful

No concerns have recently. Deals 1-on-1 w/ Sue
everything has been fine recently.

10/3/2014 Pay Joelle Monterey 10:30 - 10:33

Told she was going to paid and Sue said she wouldn't.

Looked into it, she got paid.

Issue resolved, no other issues.

10/3 10:36 Robin Mayer

out of office until Mon.

10/3 Janice Left 1/14

w/b Jesse George 13 min

Middle management - loan operations mgr
in India oversee 3 people
office also banking manager

14 1/2 years @ bank

- Spoke w/ board members concerning this (incident w/Sue)

Concerns were not HR related but from
Management/operations side

Hilde

Issue w/brought attention to board - Management issue
conduct that wasn't becoming of senior mgmt.

people he was managing were people he was co-workers w/
HR manager has not done or said enough to help transition
early July

↳ Discussing bank promotions (last Aug.)

Initial conversation ← → Sue said she disagreed w/ his approach

Jesse told Sue → Said all the customer service folks don't like you.

Steve Woodard → didn't bother him a lot at time

about promotions

discussions, conversation w/ Sue followed

some communication breakdown

would expect Sue to do fact-finding before accusing him of
doing things incorrectly

Jesse made decision as to who was eligible for promotion.

Sue came to Jesse and said why he had done it was incorrect

Jesse's frustration is no questioning as to why along w/ he did
things a certain way.

This was only

Verbal incident of this kind

Management doesn't always gel - but no other spec. issues.

Story reverse

Only shared b/c someone suggested he shared it

Vis Janice McCloud

Customer service division supervisor SV Rep

Lancaster branch

Born @ bank 14 years

- Nothing about CSR was posted in Years IT

4 people concerned
41000+ platform, she already there

No CSR posts and available

Job postings come up no docum, no concerns about this

Many website adverntised
She looks at them, would apply if she saw one of interest

- She not always contact person for positions

- Could seem to have any info concerning SV Rep positions etc

7004749

10/3 DAWN

8:45

Dawn called - will call 8:45 10/4

10/3 9:22 Robin left Wm

10/4 8:45 Dawn

4

Working @ Bank Feb 2000
Alach Lancaster
teller → head teller → Main branch (Hiden) @ 8 years
(Lancaster)

bank over process subpoena
process medicaid
runis updated

Heather Zugalli

Her job → Employee is useless - sick a lot - related discrepancies that
info/subpoenas bank could get fined for (this employee trained her when hired)

had a romantic relationship w/ supervisor
thus employee doesn't do things correctly b/c love.

Debbie

teller w/ MS, let her be a teller, constant mistakes,
where might have been
to blame
on acct employees

Debbie didn't have ability to do job, still left on teller line
D had to deal w/ transactions done incorrectly
D said

- Debbie told Sue that D was sabotaging

Sue seemed
to believe
D's innocence

Sue said "we know you wouldn't do that so

not going to pursue it!"

but D almost
wrote incident note for awhile had Dawn pick up Debbie's work
work to be worse and + give them to Colleen or Sue. Wade D feel like on

A lot at bank
there that is issue

[I mentioned sue] bad "she is not the WORST" she "plays
President of bank, flirting w/tellers, tellers will get
+ VP are brothers promoted

Position will arise, job will never get passed

or job goes up + will be filled

↳ Had convolution with Hide who said go to sue

Hide great

↳ Hide great
never went to sue DTS

↳ Doesn't want to make waves

Bank
Only hires friends/relatives

10/9 12:27 Robin Wayfer

work in mortgage department/mortgage officer

20 years

Alden branch

oversee 1 person

worries w/
complaints
- Don't have any complaints/concerns or problems w/ HR or mgmt

worries w/
complaints
- Any complaints she's heard have been venting, she knows
how to go to if the complaints get beyond ordinary venting

worries w/
complaints
refer people to
Mark Rinnan if don't want to go in house w/complaints

10/15 Julie Osucha 5:25pm

VM left (could not confirm answering
machine was hers)

10/15 Emily Koebel

VM not set up

10/17 Emily Koebel

- As of recently no problems

- Doesn't know what changed

- Doesn't really communicate w/Sue and Maria

Pulled E into office

Book where you can write name down if want to leave early

S said S didn't appreciate job

S closed door said that E thinks she can do

whatever she wants b/c pres. daughter-in-law

E felt singled out,

had nothing to do w/ working

Started working - Book used by everyone on teller line, if you

at bank Aug 1 want to leave early b/c overstaffed

this year - S accused E of having name in book 4x

Allen branch - E never left early across name list if leave
early or speak to head teller
teller - S said she was on line

Really hasn't been problems since then

for awhile
B left has been

E told Dch she wouldn't be talked to like that, Sue followed
her in

E did not want to be alone W/S in room

S said everyone feels the same way

made E uncomfortable

Sister-in-law WRE said E should write letter

E thinks things are better now

E believes S comments were out of line

E still sees S as a sour person

10/22 Julie O.

10/23 Julie O.

reached v/m no msg left

July 20, 2015

- Termination
- w/ severance package
- agreement
- some additional response

Agenda

Agreement

18

6 months

Health Insurance - w/ COBRA

13
T36

Retirement

Confidentiality

A004755

MEMORANDUM FROM

Elizabeth Carlson
Direct Dial: 716.848.1530
ecarlson@hodgsonruss.com

Amanda DiSanto
Direct Dial: 646.218.7539
adisanto@hodgsonruss.com

Hodgson Russ

ATTORNEYS AT LAW

ATTORNEY CLIENT PRIVILEGE —

Confidential Investigation

TO: Hilde Neubauer
Board of Directors
Complaint File

FROM: Elizabeth D. Carlson, Esq.
Amanda S. DiSanto, Esq.

RE: Investigation Report (S. Aldinger)

DATE: October 22, 2014

Statement of Allegations

In or about August 2014, Kate Koelbl ("Koelbl") approached Mark Rieman, Chairman of the Audit Committee of Alden State Bank, with concerns about Alden State Bank's Branch Administration/Human Resources Manager, Sue Aldinger ("Aldinger"). In connection with her concerns, Koelbl provided a written list of alleged issues she personally experienced with Aldinger, as well as issues allegedly experienced by other bank employees. A copy of Koelbl's allegations are attached as EXHIBIT A. These issues included allegations of favoritism, issues pertaining to employees' requests for sick days and/or time off, and allegations that Aldinger behaved unprofessionally on several occasions (including informing employees that they were disliked by others who worked at the Bank). Koelbl was interviewed on September 16, 2014, during which she further explained her allegations and identified the employees listed in her written list of allegations. The Bank also received a written complaint from Emily Koelbl ("Emily"), dated August 29, 2014 concerning Emily's interactions with Aldinger. A copy of Emily's written complaint is attached as EXHIBIT B. Among the allegations in Emily's written complaint was a statement that Aldinger "asked [Emily] about her pregnancy and how it would affect [her] ability to work."

Applicable Policies

Alden State Bank Code of Ethics for Senior Officers and Directors
Alden State Bank Employee Handbook

Interviews

- September 16, 2014 – Kate Koelbl – Compliance and Training Specialist
- September 16, 2014 – Cherie M. Uebelhoer – Corporate Secretary/ Branch Manager – Lancaster Office
- September 26, 2014 – Melissa Kwiatowski – Head Teller
- October 3, 2014 – Jocelle Manley – Teller
- October 3, 2014 – Jesse Jerge – Loan Operations Manager/Banking Manager
- October 3, 2014 – Janice Hidebrand – Customer Services Representative
- October 9, 2014 – Dawn Schimweg – Head Teller
- October 9, 2014 – Robin Mayer – Mortgage Officer
- October 17, 2014 – Emily Koelbl – Teller

Summary of Interviews

Several employees of the bank noted that they experienced discrete issues with Aldinger in the past, but that recently, there have not been any issues. Past issues included Aldinger allegedly informing employees that they were disliked by other Bank employees, and/ or insinuating that employees were behaving inappropriately and that their jobs were at risk. Aldinger also questioned Emily Koelbl about her ability to work and her commitment to her job due to her pregnancy and because she is the Bank President's daughter-in-law. Out of the employees who submitted formal or informal complaints about Aldinger, two noted that they only shared these concerns at the suggestion of others. Notwithstanding that there do not appear to be current outstanding issues between Aldinger and specific employees, Aldinger was described by several employees as "intimidating" or "scary." Along those lines, employees expressed that Aldinger does not necessarily respect their roles at the Bank.

There were also employees who expressed reluctance to disclose issues between employees and management (either because they did not want to "make waves" or because they felt that issues at the Bank were taken out of proportion), and others who indicated that the issues were not limited to Aldinger, but were more systematic. Other employees indicated that they did not have any concerns or complaints pertaining to Aldinger or management in general.

The more systematic concerns that were highlighted by bank employees included a sense that issues at the bank were not investigated, and that management did not address issues at the Bank when they arose. Such issues included management's reluctance to investigate teller errors, including errors that could result in Bank being subject to compliance fines. Specifically, one individual commented that subpoena requests are not always properly processed or responded to correctly.

There is also a sense among some individuals at the Bank that the Bank only hires and/or promotes friends and relatives of management. Some of the individuals interviewed indicated

that tellers will get promoted based on their friendships, or relationships with senior management. It appears that job opportunities are not posted consistently or regularly.

Conclusion

There is insufficient evidence to substantiate a claim of harassment or discrimination. For employees, a finding of discrimination must be based upon a protected classification as defined by federal law. Federal and State anti-discrimination laws (as well as the Bank's anti-discrimination policy) protect employees against employment discrimination/harassment when it involves unfair treatment because of race, color, religion, sex, sexual orientation, national origin, age, disability, FMLA leave, workers compensation, military service, pregnancy, and genetic information. These laws protect against harassment by managers, coworkers, or others in your workplace, based upon these protected characteristics. Aldinger's statements to Kate Koehl about some of her use of sick time and her statements to Emily Koehl about her pregnancy are the only statements that even arguably could relate to membership in a protected classification (arguably disability and pregnancy, respectively). However, Kate did not assert any adverse employment action because of her medical condition or use of sick leave, and Emily did not allege that she received different treatment because she was pregnant. Accordingly, Aldinger's actions do not rise to the level of being unlawful discrimination/harassment and would likely not result in any liability for the Bank.

Certainly, there appears to be some tension between management and employees at the Bank, which includes, but is not limited to, issues with Aldinger's management style and demeanor. This tension may not create the ideal workplace for all employees, but it does not require any remedial action by the Bank to remedy unlawful discrimination/harassment. Nonetheless, based on the investigation, this report contains certain recommendations that may be worthwhile for effective operations and workplace harmony.

Recommendations

- Require Aldinger to attend human resources/sensitivity refresher training.
- Consider anti-discrimination/harassment training for all employees, including all management staff.
- Assure all employees who participated in this investigation that they are protected against retaliation for the making of their complaints and/or participation in this investigation. Immediately investigate any allegations of retaliation.
- Ensure that there is a clear established procedure for filling open positions at the Bank and for granting promotions. Especially if there has been an effort to do so in the past (successfully or not), consider posting all jobs and circulate openings to Bank staff who may be eligible for the new position/promotion. However, whatever the procedure, ensure that it is adhered to in a consistent manner.

- Ensure that there is a clear procedure for reporting absences/illnesses to work, and for the Bank's program that allows tellers to leave work early if the Bank is overstaffed. Evaluate whether the current program for early-out offers operational efficiency and functions in a manner that will most likely be perceived by employees as fair and consistent for all tellers.
- Ensure that there is clarity about the organizational hierarchy at the Bank – i.e. clarify who reports to whom, and to whom each employee should address questions, concerns, or requests.

If you have any questions about the content of this report or the investigatory steps taken, please contact us immediately to discuss. Thank you.

000160 01394 Administrator 301458873

A004759